

## **PERTINENT FACTS ABOUT THE CITY OF ALLENTOWN**

### **GENERAL**

The City of Allentown is the county seat of Lehigh County, and, with 121,283 residents according to the 2017 U.S. Census Bureau estimate, ranks as Pennsylvania's third largest city. The Allentown-Bethlehem Metropolitan Statistical Area, comprised of Carbon, Lehigh, and Northampton counties is the third largest urbanized area in the Commonwealth, with population estimated at 733,752. Only the Philadelphia and Pittsburgh areas have more residents. The City is strategically located within a 300-mile radius of the larger metropolitan areas of the eastern seaboard of the United States.

### **CITY GOVERNMENT**

On April 23, 1996, the voters of the City of Allentown adopted a Home Rule Charter pursuant to the Home Rule Charter and Optional Plans Law, Act of April 13, 1972, P.L. 184, as amended, 53 P.S. Sections 2901 et seq. The City's Home Rule Charter took effect on the first Monday of January 1997. An elected Mayor with a four-year term serves as the chief executive of the City. A seven-member part-time City Council, elected at-large for four-year staggered terms, forms the legislative branch of the City government. The other elected City Official is the City Controller, who serves a four-year term. The City Council holds regular public meetings, at least twice a month, usually the first and third Wednesday of each month, in order to enact legislation in the form of ordinances and resolutions.

### **INDUSTRIES/LABOR FORCE**

The Allentown area remains an attractive location for new and existing businesses. A number of major corporations, including Air Products and Chemicals, Inc., Boston Brewing, Lehigh Portland Cement, LSI, and PPL have selected Lehigh County as their headquarters or as the location of their principal plants. Other major industries include apparel, electrical and electronic equipment and fabricated metal products. Investments have remained strong in Allentown and the Lehigh Valley area relative to the state and northeast as a whole.

### **TRANSPORTATION**

Interstate 78, U.S. Routes 22, 222, and 309 and several state highways radiate from the City and the Lehigh Valley, providing access to the major markets and ports of the East. The Northeast Extension of the Pennsylvania Turnpike is located approximately three miles west of the City. Norfolk Southern serves as the major railroad in the area.

### **AMENITIES**

The City of Allentown is home to a variety of cultural and educational facilities including two colleges, an art museum, two theatre companies, two symphony orchestras, a municipal opera company, the Allentown Band, and an expanded free public library. The City maintains 2,000 acres of park land, well above the national average. A minor league hockey arena was constructed in the downtown area in 2014 and major enterprises are being attracted to Hamilton Street.

## **BUDGET TERMINOLOGY GLOSSARY**

### **ACCOUNT CODE**

A numerical code, consisting of fourteen digits, formatted as follows, used to define the accounts of the City:

FFF-DD-BBBB-PPPP-AA

Digits 1-3	Fund
Digits 4-5	Department
Digits 6-10	Bureau
Digits 11-12	Program
Digits 13-14	Standard account

### **ACCOUNTING**

The City uses a modified accrual method of accounting. Under this accounting method, revenues are recognized when received except for those susceptible to accrual (reimbursements from other governmental entities for services rendered and property and residence taxes). Expenditures are accrued when the liability is incurred, except for un-matured interest on general long-term debt, which is recorded when due.

### **APPROPRIATION**

Approval of expenditure, authority with specific limitations as to the amount, purpose, and time.

### **ARPA**

American Rescue Plan Act.

### **ASSESSED VALUATION**

The total taxable value placed on real estate as a basis for levying taxes, which has been established through the County's assessment of all properties in Lehigh County. Assessed valuation is 100% of the appraised value. 2019 real estate taxes to support the 2019 budget will be based on an assessed valuation of 23.5376 mills on land and 4.4528 mills on improvements.

**BUDGET**

Plan for the accomplishment of programs related to objectives and goals within a definite time period, including an estimate of the resources required, together with an estimate of the resources available.

**BUREAU**

An organizational grouping, within City departments, whose functions are similar. For example, within the Department of Public Works are the bureaus of Engineering, Streets, Storm Water, etc.

**CAPITAL BUDGET**

This budget represents the first year of a five-year program and deals with large expenditures for capital items and/or projects which are financed by borrowing over a twenty-year period.

**CAPITAL IMPROVEMENTS**

Expenditures of land acquisition, construction costs, or improvements to land or buildings.

**CAPITAL OUTLAY**

Expenditures for construction equipment, vehicles, or machinery that result in the acquisition of, or addition to, fixed assets.

**DEPARTMENT**

A basic organizational unit of the City, which is functionally unique in its delivery of services.

**ENCUMBRANCE**

Purchase orders, contracts, salaries, or other commitments which are chargeable to an appropriation and for which all or part of the appropriation is reserved.

**ENTERPRISE FUND**

A fund established to account for operations financed in a manner similar to a private business enterprise, where the costs of providing goods and services to the public are financed or recovered through user charges.

**EXPENDITURE**

The payment for goods and services received.

**FISCAL YEAR**

The fiscal year for the City of Allentown is January 1 – December 31.

**F.O.P.**

The Fraternal Order of Police, Queen City Lodge No.10.

**FUND**

A fiscal or accounting entity with a self-balancing set of accounts containing its own revenue and expenditure authorities. A fund is established for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.

**GENERAL FUND**

This fund is used to account for all financial transactions applicable to the general operations of the City. Revenues are derived principally from property taxes, earned income taxes, fees and fines, licenses and permits, and grants. This fund accounts for the general operating expenditures of the City, including police and fire protection, street repairs and maintenance, sanitation, parks and recreation, planning and development, and administration.

**GENERAL FUND SERVICE CHARGE**

Services rendered by the General Fund to bureaus/departments in other funds which generates a service charge paid to the General Fund. Examples of these services include billing, personnel, and accounts receivable.

**GENERAL OBLIGATION DEBT**

Long-term, non-electoral guaranteed debt in which the general taxing power of the jurisdiction is pledged to pay both principal and interest. Tax-supported general obligation debt is considered a superior form of debt by the market because of its standing as a full-faith obligation of the unit. This form of debt is used to finance capital projects.

**GOLF COURSE FUND**

This fund accounts for the operations and maintenance of the 18-hole Allentown Municipal Golf Course. The golf course is a self-supporting operation financed by greens fees and golf cart rentals. The course is open to the general public and season tickets are available.

**GRANTS FUND**

This fund is used to account for the pass-through grants the City is responsible for administering.

**I.A.F.F.**

International Association of Fire Fighters, Local No. 302.

**INDIRECT COSTS**

Costs associated with, but not directly attributable to, providing of a product or service. These costs are usually incurred by a department in the support of other operating departments.

**LIABILITY**

Debt or other legal obligations, arising out of transactions in the past, which are payable but not necessarily due.

**LIQUID FUELS FUND**

This fund records the financial activity of the City of Allentown's liquid fuels tax allocation from the Commonwealth of Pennsylvania. Tax monies are specially earmarked for street maintenance and repair and for street construction.

**M.E.S.A.**

Municipal Employees Supervisory Association.

**MILL**

One thousandth of a dollar, or \$1.00 of tax per \$1,000 assessed valuation.

**OPERATING BUDGET**

Budget which deals with everyday activities. Except for encumbrances, these appropriations lapse at the end of a fiscal year.

**RENTAL UNIT FUND**

This fund maintains the City's Rental Unit Inspection program. This program is dedicated to ensuring safe and sanitary conditions in housing and commercial properties through practical code enforcement efforts.

## **REVENUE BONDS**

Long-term guaranteed debt payable from the earnings of a specific enterprise, such as water or sewer. Revenue bonds are not serviced from the general revenues of a state or local government; therefore they are not subject to the constitutional or statutory limitations imposed on the issuance of general obligation bonds.

## **S.E.I.U.**

Service Employees International Union, AFL-CIO, Local 32 BJ.

## **SOLID WASTE FUND**

This fund administers the contract for the collection and disposal of municipal waste and recyclables in the City of Allentown. The recycling program involves curbside collection, one recycling drop-off center, two yard waste drop-off centers, education programs, and enforcement. Other activities in this fund include weekly street sweeping and leaf collection from September through December. This fund is supported by an annual trash collection fee charged to all residential property owners and grant programs available through the Commonwealth's Department of Environmental Resources.

## **STANDARD ACCOUNT**

Detailed accounts of expenditure. Standard accounts are separated into five broad categories and are numerically subdivided by level of detail: Personnel and Fringe Benefits (02-16); Services and Charges (20-50); Materials and Supplies (54-68); Capital Outlays (71-74); and Sundry (76-99). See the following pages of Standard Accounts, for definitions.

## **STORMWATER FUND**

This fund administers the collection of storm water management fees to improve operations and infrastructure of the city's storm water systems.

## **TREXLER FUND**

This fund receives the annual trust distributions from the Springwood Trust of the Harry C. Trexler Estate. In accordance with the will's prerequisites, the award is used for the general maintenance of the 142-acre Trexler Park.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>PERSONNEL AND FRINGE BENEFITS</b>		
02	Permanent Wages	Base wages including increment for all permanent employees.
03	Holiday Pay	Payments for holidays made to police officers and firefighters as a result of contract commitments.
04	Temporary Wages	Wages for all part-time and seasonal employees. (Personnel hired through a Temporary Agency and the Agency is the vendor should be paid from Acct. 46)
05	Education Pay	Education incentive payments made to police officers per contract commitments.
06	Premium Pay	Supplemental wages including wage differential for temporary assignment in a higher paying job classification, and overtime wages including call-in and stand-by, and compensation per contract commitments for holidays.
07	Extra Duty Pay	Police officers may choose to work extra jobs outside of their City employment. The extra job pay is remitted through the City's payroll system. The City bills and collects the set fee for the service from the employer utilizing the services of the off-duty officer.
08	Longevity	Payments for longevity to qualifying employees based on years of service to the City of Allentown.
09	Uniform Allowance	Payments for uniform maintenance made to police officers as a result of contract commitments.
11	Shift Differential	Incremental supplemental wages earned for non-standard hours worked during night shift.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
12	FICA/Medicare	Employer contributions to the Social Security Fund.
14	Pension	Employer contributions to the PMRS, O&E, Fire and Police Pension Funds.
15	Employee-Health Insurance Opt Out	Payment to qualifying employees when they opt-out of the city's health insurance.
16	Insurance - Employee Group	Health and workers compensation insurance costs for all eligible employees and retirees.

## SERVICES AND CHARGES

20	Electric Power	Electric power, including that used for street lighting.
22	Telephone	Installation, line charge, toll charges, internet charges, VOIP for land lines and cellular devices
24	Postage and Shipping	Outgoing mail and postage due on mail received. Plus outgoing shipping and handling cost of other carriers. (Incoming shipping to be included in account where item is being charged).
26	Printing	All copier-related charges, including leases, maintenance, and usage. Printing, copying, duplicating or blue-printing provided by commercial establishments (e.g., brochures, booklets, pamphlets, park and street signs, etc.).
28	Mileage Reimbursement/Business Related Travel	Reimbursement for the use of personal cars on City business including EZ Pass, parking and tolls except when covered under "Training & Professional Development". Includes lodging and meals for business trips that are not Training & Professional Development (i.e. delivery of evidence).



## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
30	Rentals	Rents or lease purchases for machinery, equipment, buildings, vehicles, land, and land easements, etc.
32	Publications & Memberships	Subscriptions, books, association membership fees, professional and trade licenses (including CDL license) notary license (new and renewal) and publications for training purposes including all books for training which result in a test and reference material.
34	Training & Professional Development	Registration, traveling expenses, lodging, meals, testing and related materials.
36	Insurance - Property and Casualty	Premiums and related costs for coverage in excess of self-insured program for liabilities including fire, theft, accident, law enforcement, workers comp, cyber attack, elected officials, employer practices, cyber attack, crime bond, etc.
37	Insurance - Health/Life	Health, dental, vision, life insurance, long-term disability, stop loss premium and reimbursements, Teledoc, and prescription drug coverage.
38	Insurance - Other Employee	Payments mandated to the state for self-insurance program, including the state Supersedeas fund.
40	Civic Expenses	Contributions to local non-profit civic organizations and attendance at public events (i.e. L.V. Chamber of Commerce functions, L.V. Planning Commission functions, AEDC functions, Human Relations Dinner, etc.
41	Arts Expenses	Contributions to local arts organizations

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
42	Repairs & Maintenance	Repairs (parts and labor) and maintenance to equipment, machinery, buildings and vehicles <b><u>performed by commercial establishments</u></b> and including the cost of service, maintenance agreements and parts used in executing such agreements. Software license agreements which include support.
44	Legal Services	Outside legal services and lawyers' fees.
46	Contract/Services Fees	Any item of a contractual nature not elsewhere classified, including waste disposal, towing, construction, Zonar, and curb and sidewalk contracts. Also professional services including consulting, auditing and engineering fees. ( Maintenance Agreements are to be paid from Account 42.)
48	Grant, Non-City Charges	Specific grants made to non-city agencies as "pass-through" grants.
49	Grant Administrative Charges	Aministrative costs designated for and charged to grants.
50	Other Services and Charges	Advertising through any medium, all court fees, job fairs, government permits, credit card fees (not P-Card convenience fees), bank analysis, Lexis/Nexis charges, background checks, drug screenings, and all Board expenses including legal counsel as well as any other expense not else where clasified.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>MATERIALS AND SUPPLIES</b>		
53	Wellness	Wellness-program expenses eligible for reimbursement.
54	Repair & Maintenance Supplies	Construction and paving materials; equipment parts and supplies; cleaning and sanitation supplies; paint, electrical and plumbing supplies; small hand tools <b>(not to exceed \$200 per individual tool)</b> and other repair and maintenance supplies <b><u>for repairs and maintenance performed by City personnel.</u></b>
55	Property Repairs	City-owned rental property repairs.
56	Uniforms	Any item of clothing purchased by the City for city employees, including safety shoes. Items purchased for program participants should be charged to account 68.
62	Fuels, Oils & Lubricants	Fuels (excluding electricity) used for heating; and petroleum products used in vehicular operation and maintenance.
64	Pipe & Fittings	Pipe, tubing, elbows, valves, etc.
66	Chemicals	Chlorine, salt, acid, lawn/landscaping treatment chemicals, acetylene, etc.
68	Operating Materials & Supplies	Office supplies, food (not associated with travel) sign materials, laboratory supplies, brochures and pamphlets intended for public use, safety equipment (safety goggles, back braces, etc), software and software licensing with no support and other operating materials and supplies not elsewhere classified. This account also includes all equipment purchases, <b>over \$200 per individual tool</b> , which do not meet the capitalization criteria of Account 72.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>CAPITAL OUTLAYS</b>		
70	Pro Shop Inventory	Inventory purchased for re-sale in the Golf Course Pro Shop.
71	Police IT Equipment	Computer hardware purchased specifically for the use of the Police Department.
72	Equipment	Any unit of property having a useful life in excess of one (1) year and a unit cost in excess of: (a) \$1,000 for individual pieces of furniture and equipment; or grouped assets of a like kind with a unit cost of less than \$1,000; (b) All computers, computer components, and computer peripheral equipment regardless of cost.
74	Real Estate Acquisition	Land and/or building acquisition, surveying, and all associated purchasing costs.
<b>SUNDRY</b>		
76	Construction Contracts	Project construction, including site preparation costs, performed by an outside contractor.
78	Contingency	To cover unexpected expenses.
80	Self-Insured Losses	Workers compensation and property losses paid through the City's Risk Management program not covered by existing policies or not collectible because of deductible limits.
81	Property Losses	City-owned property damage losses due to internal liabilities or natural disasters that are not eligible for restitution.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
82	Interest Expense	Scheduled payments of interest on all debt obligations.
84	Capital Fund Contribution	Contribution from another fund to the Capital Project Fund to support capital improvement projects.
85	Auto Losses	Auto losses paid for by the City's Risk Management program.
86	General City Charges	Charges made to the General Fund by other funds for overhead services.
87	Professional Losses	Amounts owed through legal settlements or court rulings not covered by excess liability insurance.
88	Interfund Transfers	Amounts appropriated for transfer between budgetary funds.
90	Refunds	Refunds of overpayments, duplicate payments, and other authorized refunds.
98	Debt Principal	Scheduled payments of principal on all debt obligations.

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**CITY OF ALLENTOWN**  
**BUDGET EMPLOYEE POSITION TOTALS: 2017 - 2022**

	2017	2018	2019	2020	2021	2022
<b><u>GENERAL FUND (000)</u></b>						
Elected	9.00	9.00	9.00	9.00	9.00	9.00
Municipal - S.E.I.U.	193.00	181.00	190.00	174.90	178.40	180.70
Non-Bargaining & Supervisory	126.00	127.00	133.00	130.45	134.00	138.52
Police - F.O.P.	222.00	222.00	222.00	222.00	222.00	228.00
Fire - I.A.F.F.	120.00	121.00	125.00	129.00	129.00	131.00
<b>TOTAL GENERAL FUND</b>	670.00	660.00	679.00	665.35	672.40	687.22
<b>LIQUID FUELS FUND (004)</b>	29.00	29.00	30.00	30.00	30.00	30.00
<b>TREXLER FUND (006)</b>	15.00	15.00	11.25	11.25	12.25	12.28
<b>RISK MANAGEMENT FUND (081)</b>	2.00	2.00	4.00	3.50	3.50	3.00
<b>SOLID WASTE FUND (085)</b>	41.00	42.00	42.00	41.00	41.00	40.50
<b>STORMWATER (086)</b>	-	26.00	26.00	33.40	34.90	35.50
<b>GOLF COURSE FUND (091)</b>	5.00	4.50	4.25	5.25	5.25	5.25
<b>RENTAL (105)</b>	-	-	-	20.15	20.15	20.15
<b>HUD (700)</b>	-	-	-	5.00	7.10	7.10
<b>E 9-1-1 Fund (911)</b>	30.00	30.00	-	0.25	-	-
<b>TOTAL ALL POSITIONS</b>	<b>792.00</b>	<b>808.50</b>	<b>796.50</b>	<b>815.15</b>	<b>826.55</b>	<b>841.00</b>

## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
5	Aquatics Program Coordinator Clerk III Confidential Human Resources Coordinator	10	Buyer Codes Coordinator Deputy City Clerk Emergency Management Coordinator Engineering Technician 3 G.I.S. Analyst Homeless Services Coordinator Human Relations Officer/Special Assistant to the Mayor Marketing and Social Media Manager Program Manager Recreation Program Specialist Recycling Coordinator
6	Assistant Planner Claims Coordinator EMS Billing Specialist HelpDesk Analyst		
7	Administrative Assistant Executive Secretary Marketing and Special Events Coordinator Program Coordinator Purchasing Contracts Administrator Purchasing Coordinator	11	Benefits Manager Communicable Disease Work Flow Coordinator EMS Shift Supervisor Executive Secretary to the Mayor HUD Grants CDBG Administrator HUD Grants HOME Administrator HUD Grants Monitor Human Relations Officer Maintenance Supervisor Payroll Administrator Recruitment Manager
8	Litigation Paralegal Maintenance Foreperson		
9	Communications Shift Supervisor Education & Enforcement Manager EMS Billing Supervisor Legal Administrative Manager Office Manager Survey Tech 3		



## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
12	Building Inspector Assistant Supervisor Database Analyst EMS Chief of Operations Financial Analyst IT Service Coordinator Public Safety Analyst Senior Planner Systems Analyst	14	Application Developer Associate Utility Engineer Business Development Liaison Chief Designer/Surveyor Communicable Disease Program Manager Communications Manager Community Housing Manager Compliance Auditor Engineering Project Manager Grants Coordination Manager HUD Grants Manager Injury Prevention Service Manager Labor Relations Manager MS4 Coordinator Operations Manager Public Works Project Manager Purchasing Agent Senior GIS Coordinator Senior Systems Analyst Stormwater Monitoring Coordinator Zoning Supervisor
13	Accountant Building Inspector Supervisor Chief Maintenance Supervisor Chief Planner Golf Course Manager Housing Supervisor HUD Grants Accountant Internal Audit Manager Manager - Stormwater Operations Manager Plans Examiner Project Manager Public Works Operations Manager Recreation & Special Events Coordinator Special Events Manager SWEEP & Animal Control Manager		

## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
15	Business Development Manager Clinical Service Manager Environmental Field Services Manager Finance Operations Manager Network Administrator 2 Nutrition & Physical Activity Program Manager Public Health Emergency Preparedness Manager Risk & Safety Manager	18	Application Manager Associate City Solicitor City Clerk City Engineer Deputy Director - Public Works Deputy Director Community Development Deputy Director- Finance Deputy Director- Parks Health Director Infrastructure Manager Police Captain
16	Environmental Health Associate Director Facilities Manager IT Support Manager Manager - Recycling & Solid Waste Pers. Health Associate Director Streets Superintendent Systems Engineer Traffic Control Superintendent	21	City Solicitor Chief Information Officer Community Development Director Deputy Director - Human Resources Deputy Fire Chief Finance Director Fire Chief Parks, Recreation, & Trails Director Police Chief Police Chief Assistant Public Works Director
17	Assistant City Solicitor Director — Building Standards & Safety Network Manager Planning Director Revenue and Audit Manager Treasury & Accounting Manager	22	Managing Director

**CITY OF ALLENTOWN**  
**JAN 2022 - DEC 2022: WAGE SCALE FOR NON-BARGAINING UNIT EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

**SCHEDULE S**

*GRADE	A	B	C	D	E	F	G	H	I	J	
s05	47,711	48,897	50,083	51,269	52,455	53,641	54,827	56,013	57,199	58,385	Annual
	1,835.04	1,880.65	1,926.27	1,971.88	2,017.50	2,063.12	2,108.73	2,154.35	2,199.96	2,245.58	Biweekly
	22.9380	23.5082	24.0784	24.6486	25.2188	25.7889	26.3591	26.9293	27.4995	28.0697	Hourly
s06	49,810	51,057	52,303	53,550	54,797	56,043	57,290	58,537	59,783	61,030	Annual
	1,915.77	1,963.72	2,011.67	2,059.62	2,107.56	2,155.51	2,203.46	2,251.41	2,299.36	2,347.31	Biweekly
	23.9471	24.5465	25.1458	25.7452	26.3446	26.9439	27.5433	28.1426	28.7420	29.3413	Hourly
s07	52,063	53,372	54,681	55,990	57,299	58,608	59,917	61,226	62,535	63,844	Annual
	2,002.42	2,052.77	2,103.12	2,153.46	2,203.81	2,254.15	2,304.50	2,354.85	2,405.19	2,455.54	Biweekly
	25.0303	25.6596	26.2889	26.9183	27.5476	28.1769	28.8063	29.4356	30.0649	30.6942	Hourly
s08	54,366	55,736	57,106	58,476	59,846	61,215	62,585	63,955	65,325	66,695	Annual
	2,091.00	2,143.69	2,196.38	2,249.06	2,301.75	2,354.44	2,407.13	2,459.82	2,512.50	2,565.19	Biweekly
	26.1375	26.7961	27.4547	28.1133	28.7719	29.4305	30.0891	30.7477	31.4063	32.0649	Hourly
s09	56,782	58,213	59,644	61,075	62,506	63,938	65,369	66,800	68,231	69,662	Annual
	2,183.92	2,238.97	2,294.01	2,349.05	2,404.09	2,459.14	2,514.18	2,569.22	2,624.26	2,679.31	Biweekly
	27.2990	27.9871	28.6751	29.3631	30.0512	30.7392	31.4272	32.1153	32.8033	33.4913	Hourly
s10	59,305	60,797	62,290	63,782	65,274	66,767	68,259	69,751	71,244	72,736	Annual
	2,280.96	2,338.36	2,395.76	2,453.15	2,510.55	2,567.95	2,625.35	2,682.74	2,740.14	2,797.54	Biweekly
	28.5120	29.2295	29.9470	30.6644	31.3819	32.0994	32.8168	33.5343	34.2518	34.9692	Hourly
s11	61,930	63,516	65,102	66,688	68,274	69,859	71,445	73,031	74,617	76,203	Annual
	2,381.92	2,442.92	2,503.91	2,564.91	2,625.91	2,686.90	2,747.90	2,808.89	2,869.89	2,930.88	Biweekly
	29.7740	30.5365	31.2989	32.0614	32.8238	33.5863	34.3487	35.1112	35.8736	36.6361	Hourly
s12	64,733	66,411	68,088	69,766	71,443	73,121	74,798	76,476	78,153	79,831	Annual
	2,489.73	2,554.25	2,618.77	2,683.29	2,747.82	2,812.34	2,876.86	2,941.38	3,005.90	3,070.42	Biweekly
	31.1216	31.9282	32.7347	33.5412	34.3477	35.1542	35.9607	36.7673	37.5738	38.3803	Hourly
s13	67,637	69,407	71,176	72,946	74,716	76,485	78,255	80,025	81,794	83,564	Annual
	2,601.42	2,669.49	2,737.55	2,805.62	2,873.68	2,941.74	3,009.81	3,077.87	3,145.94	3,214.00	Biweekly
	32.5178	33.3686	34.2194	35.0702	35.9210	36.7718	37.6226	38.4734	39.3242	40.1750	Hourly

**CITY OF ALLENTOWN**  
**JAN 2022 - DEC 2022: WAGE SCALE FOR NON-BARGAINING UNIT EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

**SCHEDULE S**

*GRADE	A	B	C	D	E	F	G	H	I	J	
s14	70,704	72,566	74,428	76,290	78,152	80,015	81,877	83,739	85,601	87,463	Annual
	2,719.38	2,791.00	2,862.62	2,934.24	3,005.86	3,077.48	3,149.10	3,220.72	3,292.34	3,363.96	Biweekly
	33.9923	34.8876	35.7828	36.6780	37.5733	38.4685	39.3638	40.2590	41.1543	42.0495	Hourly
s15	73,883	75,837	77,790	79,744	81,698	83,651	85,605	87,559	89,512	91,466	Annual
	2,841.65	2,916.79	2,991.94	3,067.08	3,142.22	3,217.36	3,292.50	3,367.64	3,442.78	3,517.92	Biweekly
	35.5207	36.4599	37.3992	38.3385	39.2777	40.2170	41.1563	42.0955	43.0348	43.9740	Hourly
s16	77,218	79,264	81,310	83,356	85,402	87,449	89,495	91,541	93,587	95,633	Annual
	2,969.92	3,048.62	3,127.32	3,206.01	3,284.71	3,363.41	3,442.10	3,520.80	3,599.50	3,678.19	Biweekly
	37.1240	38.1077	39.0915	40.0752	41.0589	42.0426	43.0263	44.0100	44.9937	45.9774	Hourly
s17	80,732	82,870	85,007	87,145	89,283	91,420	93,558	95,696	97,833	99,971	Annual
	3,105.08	3,187.29	3,269.51	3,351.73	3,433.95	3,516.17	3,598.38	3,680.60	3,762.82	3,845.04	Biweekly
	38.8135	39.8412	40.8689	41.8966	42.9244	43.9521	44.9798	46.0075	47.0353	48.0630	Hourly
s18	84,411	86,641	88,870	91,100	93,330	95,559	97,789	100,019	102,248	104,478	Annual
	3,246.58	3,332.33	3,418.09	3,503.85	3,589.60	3,675.36	3,761.12	3,846.87	3,932.63	4,018.38	Biweekly
	40.5822	41.6542	42.7261	43.7981	44.8700	45.9420	47.0139	48.0859	49.1579	50.2298	Hourly
s19	88,302	90,623	92,945	95,266	97,587	99,908	102,229	104,551	106,872	109,193	Annual
	3,396.24	3,485.51	3,574.79	3,664.07	3,753.34	3,842.62	3,931.90	4,021.18	4,110.45	4,199.73	Biweekly
	42.4529	43.5689	44.6849	45.8008	46.9168	48.0328	49.1487	50.2647	51.3807	52.4966	Hourly
s20	92,358	94,771	97,185	99,599	102,012	104,426	106,839	109,253	111,666	114,080	Annual
	3,552.23	3,645.06	3,737.89	3,830.72	3,923.54	4,016.37	4,109.20	4,202.03	4,294.86	4,387.69	Biweekly
	44.4028	45.5632	46.7236	47.8839	49.0443	50.2047	51.3650	52.5254	53.6858	54.8462	Hourly
s21	97,122	99,664	102,206	104,748	107,290	109,832	112,374	114,916	117,458	120,000	Annual
	3,735.46	3,833.23	3,931.00	4,028.77	4,126.54	4,224.31	4,322.08	4,419.85	4,517.62	4,615.38	Biweekly
	46.6933	47.9154	49.1375	50.3596	51.5817	52.8038	54.0260	55.2481	56.4702	57.6923	Hourly

\* EDEN these are the steps in the Eden Payroll tables

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## MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
6	Clerk 2 Clerk 2 - Bilingual Maintenance Worker 1 Maintenance Worker 1 - Custodial	12	Community Health Specialist Medical Assistant- BiLingual Sweep Officer Sweep Officer - Multi-Lingual
7	Para-Police	13	Engineering Aide 3
8	Clerk 3 Clerk 3 - Bilingual Inventory Control Clerk Line Locator Maintenance Worker 2 Maintenance Worker 2 - Stock Clerk Permit Technician	14	Animal Control Officer Construction Inspector Enviornmental Technician Equipment Operator 4 Housing Inspector Housing Inspector - Bilingual Maintenance Mechanic - Specialist Maintenance Mechanic 3 Maintenance Spray Technician Paving Specialist Rehabilitation Specialist Telecommunications Technician Traffic Signal Technician 2 Zoning Officer
9	Equipment Operator 2 Maintenance Mechanic 1		
10	Equipment Operator 3 Maintenance Worker 3		
11	Arborist 1 Equipment Operator 3 Graphic Design Specialist		

## MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
15	Arborist 2 Education and Outreach Specialist Equipment Operator 5 Tax Examiner to classificatns Tradesman-Carpenter Tradesman-HVAC Tradesman-Plumber Waste & Recycling Operator	18(a)	Communicable Disease Investigator/Statistician Communicable Disease Investigator/Statistician- Bilingual
		18(b)	Building Inspector Dietician Sanitarian
		19	Combination Inspector
16	Greenskeeper Senior Tax Examiner Tree Inspector	31	Paramedic FT
18	Electrical Inspector Plumbing/Mechanical Inspector		

**CITY OF ALLENTOWN**  
**JAN 2022 - DEC 2022: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 3.5% increase**

**SCHEDULE M**

*GRADE	A	B	C	D	E	F	G	H	
01	34,722	35,884	37,424	42,916	43,678	44,472	45,305	46,191	Annual
	1,335.47	1,380.15	1,439.40	1,650.61	1,679.93	1,710.46	1,742.50	1,776.57	Biweekly
	16.6934	17.2518	17.9924	20.6326	20.9991	21.3808	21.7812	22.2072	Hourly
	25.0401	25.8777	26.9887	30.9489	31.4986	32.0711	32.6718	33.3108	Overtime
02	35,376	36,554	38,126	43,678	44,472	45,305	46,191	47,108	Annual
	1,360.63	1,405.92	1,466.37	1,679.93	1,710.46	1,742.50	1,776.57	1,811.85	Biweekly
	17.0079	17.5740	18.3296	20.9991	21.3808	21.7812	22.2072	22.6482	Hourly
	25.5119	26.3610	27.4945	31.4986	32.0711	32.6718	33.3108	33.9722	Overtime
03	36,062	37,269	38,867	44,472	45,305	46,191	47,108	48,082	Annual
	1,387.01	1,433.43	1,494.90	1,710.46	1,742.50	1,776.57	1,811.85	1,849.30	Biweekly
	17.3376	17.9179	18.6863	21.3808	21.7812	22.2072	22.6482	23.1162	Hourly
	26.0064	26.8769	28.0294	32.0711	32.6718	33.3108	33.9722	34.6744	Overtime
04	36,778	38,004	39,636	45,305	46,191	47,108	48,082	49,098	Annual
	1,414.52	1,461.68	1,524.47	1,742.50	1,776.57	1,811.85	1,849.30	1,888.39	Biweekly
	17.6815	18.2709	19.0559	21.7812	22.2072	22.6482	23.1162	23.6048	Hourly
	26.5223	27.4064	28.5838	32.6718	33.3108	33.9722	34.6744	35.4072	Overtime
05	37,529	38,778	40,446	46,191	47,108	48,082	49,098	50,169	Annual
	1,443.43	1,491.47	1,555.60	1,776.57	1,811.85	1,849.30	1,888.39	1,929.56	Biweekly
	18.0429	18.6434	19.4450	22.2072	22.6482	23.1162	23.6048	24.1196	Hourly
	27.0643	27.9651	29.1676	33.3108	33.9722	34.6744	35.4072	36.1793	Overtime
06	38,326	39,605	41,302	47,108	48,082	49,098	50,169	51,291	Annual
	1,474.07	1,523.27	1,588.53	1,811.85	1,849.30	1,888.39	1,929.56	1,972.73	Biweekly
	18.4259	19.0408	19.8566	22.6482	23.1162	23.6048	24.1196	24.6592	Hourly
	27.6389	28.5613	29.7849	33.9722	34.6744	35.4072	36.1793	36.9888	Overtime
07	39,149	40,455	42,199	48,082	49,098	50,169	51,291	52,467	Annual
	1,505.75	1,555.95	1,623.03	1,849.30	1,888.39	1,929.56	1,972.73	2,017.96	Biweekly
	18.8218	19.4494	20.2879	23.1162	23.6048	24.1196	24.6592	25.2245	Hourly
	28.2328	29.1741	30.4318	34.6744	35.4072	36.1793	36.9888	37.8367	Overtime



**CITY OF ALLENTOWN**  
**JAN 2022 - DEC 2022: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 3.5% increase**

**SCHEDULE M**

*GRADE	A	B	C	D	E	F	G	H	
08	40,026	41,361	43,140	49,098	50,169	51,291	52,467	53,702	Annual
	1,539.46	1,590.82	1,659.23	1,888.39	1,929.56	1,972.73	2,017.96	2,065.46	Biweekly
	19.2433	19.8853	20.7403	23.6048	24.1196	24.6592	25.2245	25.8182	Hourly
	28.8649	29.8279	31.1105	35.4072	36.1793	36.9888	37.8367	38.7274	Overtime
09	40,940	42,313	44,126	50,169	51,291	52,467	53,702	54,993	Annual
	1,574.63	1,627.43	1,697.15	1,929.56	1,972.73	2,017.96	2,065.46	2,115.13	Biweekly
	19.6828	20.3428	21.2143	24.1196	24.6592	25.2245	25.8182	26.4391	Hourly
	29.5243	30.5143	31.8215	36.1793	36.9888	37.8367	38.7274	39.6587	Overtime
10	41,904	43,301	45,166	51,291	52,467	53,702	54,993	56,360	Annual
	1,611.71	1,665.42	1,737.14	1,972.73	2,017.96	2,065.46	2,115.13	2,167.70	Biweekly
	20.1464	20.8178	21.7142	24.6592	25.2245	25.8182	26.4391	27.0963	Hourly
	30.2196	31.2267	32.5713	36.9888	37.8367	38.7274	39.6587	40.6444	Overtime
11	42,914	44,344	46,252	52,467	53,702	54,993	56,360	57,789	Annual
	1,650.55	1,705.53	1,778.92	2,017.96	2,065.46	2,115.13	2,167.70	2,222.67	Biweekly
	20.6318	21.3191	22.2364	25.2245	25.8182	26.4391	27.0963	27.7834	Hourly
	30.9478	31.9786	33.3547	37.8367	38.7274	39.6587	40.6444	41.6751	Overtime
12	43,974	45,443	47,393	53,702	54,993	56,360	57,789	59,291	Annual
	1,691.31	1,747.79	1,822.81	2,065.46	2,115.13	2,167.70	2,222.67	2,280.42	Biweekly
	21.1414	21.8474	22.7851	25.8182	26.4391	27.0963	27.7834	28.5052	Hourly
	31.7121	32.7711	34.1777	38.7274	39.6587	40.6444	41.6751	42.7578	Overtime
13	45,084	46,588	48,589	54,993	56,360	57,789	59,291	60,864	Annual
	1,734.01	1,791.87	1,868.81	2,115.13	2,167.70	2,222.67	2,280.42	2,340.92	Biweekly
	21.6751	22.3983	23.3601	26.4391	27.0963	27.7834	28.5052	29.2615	Hourly
	32.5126	33.5975	35.0402	39.6587	40.6444	41.6751	42.7578	43.8923	Overtime
14	46,249	47,791	49,848	56,360	57,789	59,291	60,864	62,525	Annual
	1,778.80	1,838.10	1,917.23	2,167.70	2,222.67	2,280.42	2,340.92	2,404.80	Biweekly
	22.2350	22.9763	23.9654	27.0963	27.7834	28.5052	29.2615	30.0600	Hourly
	33.3526	34.4644	35.9480	40.6444	41.6751	42.7578	43.8923	45.0901	Overtime

**CITY OF ALLENTOWN**  
**JAN 2022 - DEC 2022: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 3.5% increase**

**SCHEDULE M**

*GRADE	A	B	C	D	E	F	G	H	
15	47,428	48,992	51,105	57,789	59,291	60,864	62,525	64,184	Annual
	1,824.14	1,884.29	1,965.57	2,222.67	2,280.42	2,340.92	2,404.80	2,468.63	Biweekly
	22.8017	23.5536	24.5696	27.7834	28.5052	29.2615	30.0600	30.8578	Hourly
	34.2026	35.3304	36.8544	41.6751	42.7578	43.8923	45.0901	46.2867	Overtime
16	48,594	50,195	52,360	59,291	60,864	62,525	64,184	65,847	Annual
	1,869.00	1,930.59	2,013.86	2,280.42	2,340.92	2,404.80	2,468.63	2,532.57	Biweekly
	23.3625	24.1324	25.1733	28.5052	29.2615	30.0600	30.8578	31.6571	Hourly
	35.0437	36.1986	37.7599	42.7578	43.8923	45.0901	46.2867	47.4857	Overtime
18(a)	51,169	52,794	54,959	62,525	64,184	65,847	67,480	69,112	Annual
	1,968.04	2,030.54	2,113.81	2,404.80	2,468.63	2,532.57	2,595.38	2,658.17	Biweekly
	24.6005	25.3818	26.4227	30.0600	30.8578	31.6571	32.4422	33.2272	Hourly
	36.9007	38.0727	39.6340	45.0901	46.2867	47.4857	48.6633	49.8407	Overtime
18(b)	-	-	-	62,525	64,184	65,847	67,480	69,112	Annual
	-	-	-	2,404.80	2,468.63	2,532.57	2,595.38	2,658.17	Biweekly
	-	-	-	30.0600	30.8578	31.6571	32.4422	33.2272	Hourly
	-	-	-	45.0901	46.2867	47.4857	48.6633	49.8407	Overtime
19	-	-	-	65,651	67,393	69,139	70,854	72,568	Annual
	-	-	-	2,525.04	2,592.06	2,659.20	2,725.15	2,791.09	Biweekly
	-	-	-	31.5630	32.4007	33.2400	34.0644	34.8886	Hourly
	-	-	-	47.3445	48.6011	49.8600	51.0966	52.3328	Overtime
31	-	-	-	58,840	60,897	63,031	65,236	67,517	Annual
	-	-	-	2,263.07	2,342.19	2,424.25	2,509.09	2,596.82	Biweekly
	-	-	-	28.2884	29.2773	30.3032	31.3636	32.4602	Hourly
	-	-	-	42.4326	43.9160	45.4548	47.0454	48.6903	Overtime

\* EDEN these are the steps in the Eden Payroll tables

\*\*CBA these are the steps in the Contractual Bargaining Agreement for the SEIU

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**CITY OF ALLENTOWN  
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10  
JANUARY TO DECEMBER 2022 WAGE SCHEDULE  
PATROL OFFICER**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	64,511	-	64,511	2,481.1795	248.1180	31.0147	3,473.6513
2	67,581	-	67,581	2,599.2768	259.9277	32.4910	3,638.9875
3	70,657	-	70,657	2,717.5717	271.7572	33.9696	3,804.6003
4	85,948	-	85,948	3,305.6857	330.5686	41.3211	4,627.9599
5	86,269	525	86,794	3,338.2362	333.8236	41.7280	4,673.5307
6	86,269	625	86,894	3,342.0824	334.2082	41.7760	4,678.9154
7	86,269	725	86,994	3,345.9286	334.5929	41.8241	4,684.3000
8	86,269	825	87,094	3,349.7747	334.9775	41.8722	4,689.6846
9	86,269	925	87,194	3,353.6209	335.3621	41.9203	4,695.0692
10	86,269	1,025	87,294	3,357.4670	335.7467	41.9683	4,700.4538
11	86,269	1,125	87,394	3,361.3132	336.1313	42.0164	4,705.8384
12	86,269	1,225	87,494	3,365.1593	336.5159	42.0645	4,711.2231
13	86,269	1,325	87,594	3,369.0055	336.9005	42.1126	4,716.6077
14	86,269	1,425	87,694	3,372.8516	337.2852	42.1606	4,721.9923
15	86,269	1,525	87,794	3,376.6978	337.6698	42.2087	4,727.3769
16	86,269	1,625	87,894	3,380.5439	338.0544	42.2568	4,732.7615
17	86,269	1,725	87,994	3,384.3901	338.4390	42.3049	4,738.1461
18	86,269	1,825	88,094	3,388.2362	338.8236	42.3530	4,743.5307
19	86,269	1,925	88,194	3,392.0824	339.2082	42.4010	4,748.9154
20	86,269	2,225	88,494	3,403.6209	340.3621	42.5453	4,765.0692
21	86,269	2,325	88,594	3,407.4670	340.7467	42.5933	4,770.4538
22	86,269	2,425	88,694	3,411.3132	341.1313	42.6414	4,775.8384
23	86,269	2,525	88,794	3,415.1593	341.5159	42.6895	4,781.2231
24	86,269	2,625	88,894	3,419.0055	341.9005	42.7376	4,786.6077
25	86,269	3,025	89,294	3,434.3901	343.4390	42.9299	4,808.1461

**Differential:** Middle Shift \$0.35/Hour  
Night Shift \$0.40/Hour

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2022 WAGE SCHEDULE**  
**"SERGEANT A"**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	91,305	-	91,305	3,511.7303	351.1730	43.8966	4,916.4225
2	91,305	-	91,305	3,511.7303	351.1730	43.8966	4,916.4225
3	91,305	-	91,305	3,511.7303	351.1730	43.8966	4,916.4225
4	91,305	-	91,305	3,511.7303	351.1730	43.8966	4,916.4225
5	91,305	525	91,830	3,531.9177	353.1918	44.1490	4,944.6848
6	91,305	625	91,930	3,535.7639	353.5764	44.1970	4,950.0694
7	91,305	725	92,030	3,539.6100	353.9610	44.2451	4,955.4540
8	91,305	825	92,130	3,543.4562	354.3456	44.2932	4,960.8387
9	91,305	925	92,230	3,547.3023	354.7302	44.3413	4,966.2233
10	91,305	1,025	92,330	3,551.1485	355.1148	44.3894	4,971.6079
11	91,305	1,125	92,430	3,554.9946	355.4995	44.4374	4,976.9925
12	91,305	1,225	92,530	3,558.8408	355.8841	44.4855	4,982.3771
13	91,305	1,325	92,630	3,562.6870	356.2687	44.5336	4,987.7617
14	91,305	1,425	92,730	3,566.5331	356.6533	44.5817	4,993.1463
15	91,305	1,525	92,830	3,570.3793	357.0379	44.6297	4,998.5310
16	91,305	1,625	92,930	3,574.2254	357.4225	44.6778	5,003.9156
17	91,305	1,725	93,030	3,578.0716	357.8072	44.7259	5,009.3002
18	91,305	1,825	93,130	3,581.9177	358.1918	44.7740	5,014.6848
19	91,305	1,925	93,230	3,585.7639	358.5764	44.8220	5,020.0694
20	91,305	2,225	93,530	3,597.3023	359.7302	44.9663	5,036.2233
21	91,305	2,325	93,630	3,601.1485	360.1148	45.0144	5,041.6079
22	91,305	2,425	93,730	3,604.9946	360.4995	45.0624	5,046.9925
23	91,305	2,525	93,830	3,608.8408	360.8841	45.1105	5,052.3771
24	91,305	2,625	93,930	3,612.6870	361.2687	45.1586	5,057.7617
25	91,305	3,025	94,330	3,628.0716	362.8072	45.3509	5,079.3002

**Differential:** Middle Shift \$0.35/Hour "Sergeants A" applies to Sergeants with less than two (2) years in grade  
Night Shift \$0.40/Hour

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2022 WAGE SCHEDULE**  
**"SERGEANT B"**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	93,444	-	93,444	3,593.98	359.398	44.9248	5,031.58
2	93,444	-	93,444	3,593.98	359.398	44.9248	5,031.58
3	93,444	-	93,444	3,593.98	359.398	44.9248	5,031.58
4	93,444	-	93,444	3,593.98	359.398	44.9248	5,031.58
5	93,444	525	93,969	3,614.18	361.418	45.1772	5,059.85
6	93,444	625	94,069	3,618.02	361.802	45.2253	5,065.23
7	93,444	725	94,169	3,621.87	362.187	45.2733	5,070.61
8	93,444	825	94,269	3,625.71	362.571	45.3214	5,076.00
9	93,444	925	94,369	3,629.56	362.956	45.3695	5,081.38
10	93,444	1,025	94,469	3,633.41	363.341	45.4176	5,086.77
11	93,444	1,125	94,569	3,637.25	363.725	45.4656	5,092.15
12	93,444	1,225	94,669	3,641.10	364.110	45.5137	5,097.54
13	93,444	1,325	94,769	3,644.94	364.494	45.5618	5,102.92
14	93,444	1,425	94,869	3,648.79	364.879	45.6099	5,108.31
15	93,444	1,525	94,969	3,652.64	365.264	45.6580	5,113.69
16	93,444	1,625	95,069	3,656.48	365.648	45.7060	5,119.08
17	93,444	1,725	95,169	3,660.33	366.033	45.7541	5,124.46
18	93,444	1,825	95,269	3,664.18	366.418	45.8022	5,129.85
19	93,444	1,925	95,369	3,668.02	366.802	45.8503	5,135.23
20	93,444	2,225	95,669	3,679.56	367.956	45.9945	5,151.38
21	93,444	2,325	95,769	3,683.41	368.341	46.0426	5,156.77
22	93,444	2,425	95,869	3,687.25	368.725	46.0906	5,162.15
23	93,444	2,525	95,969	3,691.10	369.110	46.1387	5,167.54
24	93,444	2,625	96,069	3,694.94	369.494	46.1868	5,172.92
25	93,444	3,025	96,469	3,710.33	371.033	46.3791	5,194.46

<b>Differential:</b>	Middle Shift	\$0.35/Hour	<b>"Sergeants B"</b> applies to Sergeants with two (2) or more years in grade (on second (2nd) anniversary date of promotion)
	Night Shift	\$0.40/Hour	

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2022 WAGE SCHEDULE**  
**"LIEUTENANT"**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	98,117	-	98,117	3,773.7243	377.3724	47.1716	5,283.2141
2	98,117	-	98,117	3,773.7243	377.3724	47.1716	5,283.2141
3	98,117	-	98,117	3,773.7243	377.3724	47.1716	5,283.2141
4	98,117	-	98,117	3,773.7243	377.3724	47.1716	5,283.2141
5	98,117	525	98,642	3,793.9166	379.3917	47.4240	5,311.4833
6	98,117	625	98,742	3,797.7628	379.7763	47.4720	5,316.8679
7	98,117	725	98,842	3,801.6089	380.1609	47.5201	5,322.2525
8	98,117	825	98,942	3,805.4551	380.5455	47.5682	5,327.6371
9	98,117	925	99,042	3,809.3013	380.9301	47.6163	5,333.0218
10	98,117	1,025	99,142	3,813.1474	381.3147	47.6643	5,338.4064
11	98,117	1,125	99,242	3,816.9936	381.6994	47.7124	5,343.7910
12	98,117	1,225	99,342	3,820.8397	382.0840	47.7605	5,349.1756
13	98,117	1,325	99,442	3,824.6859	382.4686	47.8086	5,354.5602
14	98,117	1,425	99,542	3,828.5320	382.8532	47.8567	5,359.9448
15	98,117	1,525	99,642	3,832.3782	383.2378	47.9047	5,365.3294
16	98,117	1,625	99,742	3,836.2243	383.6224	47.9528	5,370.7141
17	98,117	1,725	99,842	3,840.0705	384.0070	48.0009	5,376.0987
18	98,117	1,825	99,942	3,843.9166	384.3917	48.0490	5,381.4833
19	98,117	1,925	100,042	3,847.7628	384.7763	48.0970	5,386.8679
20	98,117	2,225	100,342	3,859.3013	385.9301	48.2413	5,403.0218
21	98,117	2,325	100,442	3,863.1474	386.3147	48.2893	5,408.4064
22	98,117	2,425	100,542	3,866.9936	386.6994	48.3374	5,413.7910
23	98,117	2,525	100,642	3,870.8397	387.0840	48.3855	5,419.1756
24	98,117	2,625	100,742	3,874.6859	387.4686	48.4336	5,424.5602
25	98,117	3,025	101,142	3,890.0705	389.0070	48.6259	5,446.0987

**Differential:** Middle Shift \$0.35/Hour  
Night Shift \$0.40/Hour

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2022**  
**FIRE FIGHTERS**

*\* Based on a 2% wage increase*

<b><u>Years</u> <u>Service</u></b>	<b><u>* Base</u></b>	<b><u>Longevity</u></b>	<b><u>Gross</u></b>	<b><u>Bi-Weekly</u></b>	<b><u>Daily</u></b>	<b><u>Hourly</u></b>	<b><u>Holiday</u></b>
1	53,649.38	-	53,649	2,063.44	294.78	24.5647	4,126.88
2	56,333.72	-	56,334	2,166.68	309.53	25.7938	4,333.36
3	59,015.86	-	59,016	2,269.84	324.26	27.0217	4,539.68
4	73,442.01	-	73,442	2,824.69	403.53	33.6274	5,649.39
5	73,442.01	1,175	74,617	2,869.88	409.98	34.1653	5,739.77
6	73,442.01	1,275	74,717	2,873.73	410.53	34.2111	5,747.46
7	73,442.01	1,325	74,767	2,875.65	410.81	34.2340	5,751.31
8	73,442.01	1,375	74,817	2,877.58	411.08	34.2569	5,755.15
9	73,442.01	1,475	74,917	2,881.42	411.63	34.3027	5,762.85
10	73,442.01	1,525	74,967	2,883.35	411.91	34.3256	5,766.69
11	73,442.01	1,575	75,017	2,885.27	412.18	34.3484	5,770.54
12	73,442.01	1,675	75,117	2,889.12	412.73	34.3942	5,778.23
13	73,442.01	1,725	75,167	2,891.04	413.01	34.4171	5,782.08
14	73,442.01	1,775	75,217	2,892.96	413.28	34.4400	5,785.92
15	73,442.01	1,875	75,317	2,896.81	413.83	34.4858	5,793.62
16	73,442.01	1,925	75,367	2,898.73	414.10	34.5087	5,797.46
17	73,442.01	1,975	75,417	2,900.65	414.38	34.5316	5,801.31
18	73,442.01	2,075	75,517	2,904.50	414.93	34.5774	5,809.00
19	73,442.01	2,125	75,567	2,906.42	415.20	34.6003	5,812.85
20	73,442.01	2,325	75,767	2,914.12	416.30	34.6919	5,828.23
25	73,442.01	2,825	76,267	2,933.35	419.05	34.9208	5,866.69



**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2022**  
**LIEUTENANT / INSPECTOR**

*\* Based on a 2% wage increase*

<b><u>Years Service</u></b>	<b><u>* Base</u></b>	<b><u>Longevity</u></b>	<b><u>Gross</u></b>	<b><u>Bi-Weekly</u></b>	<b><u>Daily</u></b>	<b><u>Hourly</u></b>	<b><u>Holiday</u></b>
1	79,688	-	79,688	3,064.93	437.85	36.4873	6,129.86
5	79,688	1,175	80,863	3,110.12	444.31	37.0253	6,220.39
6	79,688	1,275	80,963	3,113.97	444.85	37.0711	6,227.94
7	79,688	1,325	81,013	3,115.89	445.13	37.0939	6,231.78
8	79,688	1,375	81,063	3,117.81	445.40	37.1168	6,235.63
9	79,688	1,475	81,163	3,121.66	445.95	37.1626	6,243.32
10	79,688	1,525	81,213	3,123.58	446.23	37.1855	6,247.17
11	79,688	1,575	81,263	3,125.51	446.50	37.2084	6,251.01
12	79,688	1,675	81,363	3,129.35	447.05	37.2542	6,258.71
13	79,688	1,725	81,413	3,131.28	447.33	37.2771	6,262.55
14	79,688	1,775	81,463	3,133.20	447.60	37.3000	6,266.40
15	79,688	1,875	81,563	3,137.05	448.15	37.3458	6,274.09
16	79,688	1,925	81,613	3,138.97	448.42	37.3687	6,277.94
17	79,688	1,975	81,663	3,140.89	448.70	37.3916	6,281.78
18	79,688	2,075	81,763	3,144.74	449.25	37.4374	6,289.48
19	79,688	2,125	81,813	3,146.66	449.52	37.4603	6,293.32
20	79,688	2,325	82,013	3,154.35	450.62	37.5518	6,308.71
25	79,688	2,825	82,513	3,173.58	453.37	37.7808	6,347.17

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2022**  
**CAPTAIN**

*\* Based on a 2% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	82,619	-	82,619	3,177.64	453.95	37.8291	6,355.28
5	82,619	1,175	83,794	3,222.83	460.40	38.3671	6,445.67
6	82,619	1,275	83,894	3,226.68	460.95	38.4129	6,453.36
7	82,619	1,325	83,944	3,228.60	461.23	38.4357	6,457.21
8	82,619	1,375	83,994	3,230.53	461.50	38.4586	6,461.05
9	82,619	1,475	84,094	3,234.37	462.05	38.5044	6,468.74
10	82,619	1,525	84,144	3,236.30	462.33	38.5273	6,472.59
11	82,619	1,575	84,194	3,238.22	462.60	38.5502	6,476.44
12	82,619	1,675	84,294	3,242.06	463.15	38.5960	6,484.13
13	82,619	1,725	84,344	3,243.99	463.43	38.6189	6,487.97
14	82,619	1,775	84,394	3,245.91	463.70	38.6418	6,491.82
15	82,619	1,875	84,494	3,249.76	464.25	38.6876	6,499.51
16	82,619	1,925	84,544	3,251.68	464.53	38.7105	6,503.36
17	82,619	1,975	84,594	3,253.60	464.80	38.7334	6,507.21
18	82,619	2,075	84,694	3,257.45	465.35	38.7792	6,514.90
19	82,619	2,125	84,744	3,259.37	465.62	38.8020	6,518.74
20	82,619	2,325	84,944	3,267.06	466.72	38.8936	6,534.13
25	82,619	2,825	85,444	3,286.30	469.47	39.1226	6,572.59

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2022**  
**BATTALION CHIEF**

*\* Based on a 2% wage increase*

<b><u>Years</u></b> <b><u>Service</u></b>	<b><u>* Base</u></b>	<b><u>Longevity</u></b>	<b><u>Gross</u></b>	<b><u>Bi-Weekly</u></b>	<b><u>Daily</u></b>	<b><u>Hourly</u></b>	<b><u>Holiday</u></b>
1	85,560	-	85,560	3,290.78	470.11	39.1760	6,581.55
5	85,560	1,175	86,735	3,335.97	476.57	39.7139	6,671.94
6	85,560	1,275	86,835	3,339.82	477.12	39.7597	6,679.63
7	85,560	1,325	86,885	3,341.74	477.39	39.7826	6,683.48
8	85,560	1,375	86,935	3,343.66	477.67	39.8055	6,687.32
9	85,560	1,475	87,035	3,347.51	478.22	39.8513	6,695.01
10	85,560	1,525	87,085	3,349.43	478.49	39.8742	6,698.86
11	85,560	1,575	87,135	3,351.35	478.76	39.8971	6,702.71
12	85,560	1,675	87,235	3,355.20	479.31	39.9429	6,710.40
13	85,560	1,725	87,285	3,357.12	479.59	39.9657	6,714.25
14	85,560	1,775	87,335	3,359.05	479.86	39.9886	6,718.09
15	85,560	1,875	87,435	3,362.89	480.41	40.0344	6,725.78
16	85,560	1,925	87,485	3,364.82	480.69	40.0573	6,729.63
17	85,560	1,975	87,535	3,366.74	480.96	40.0802	6,733.48
18	85,560	2,075	87,635	3,370.58	481.51	40.1260	6,741.17
19	85,560	2,125	87,685	3,372.51	481.79	40.1489	6,745.01
20	85,560	2,325	87,885	3,380.20	482.89	40.2405	6,760.40
25	85,560	2,825	88,385	3,399.43	485.63	40.4694	6,798.86

**ARTICLE VIII**  
**FINANCIAL PROCEDURES**

**SECTION 801 FISCAL YEAR**

The fiscal year of the City shall be the calendar year. If not prohibited by law, the Council may, by ordinance, adopt a different fiscal year, specifying an orderly procedure for financial and budgetary controls in making such transition.

**SECTION 802 SUBMISSION OF BALANCED BUDGET AND CAPITAL PROGRAM**

On or before ninety (90) days prior to the ensuing fiscal year, the Department Heads will submit Proposed Budget and Capital Program to the Mayor. On or before seventy-five (75) days prior to the ensuing fiscal year, the Mayor will submit to the City Council a balanced budget, Capital Program and an accompanying message. The Proposed Balanced Budget and Capital Program shall be in such form as the Mayor deems desirable, unless otherwise required by Council.(15543 6/20/2019)

**SECTION 803 BUDGET MESSAGE**

The Budget shall be accompanied by a message which shall include:

- A. An explanation of the expenditures and revenues in the proposed budget, indicating and explaining major changes from the current year and the prior year.
- B. An outline of proposed programs and an explanation of new, expanded or abolished programs or functions.
- C. A summary of the City's debt position.
- D. Such other material, as required by Council that will inform the Council and the public of municipal goals.

**SECTION 804 BUDGET**

The budget shall provide a complete financial plan of all City funds and activities for the ensuing fiscal year in accordance with all Generally Accepted Accounting Principles and, except as required by this Charter, shall be in such form as the Mayor deems desirable or the Council may require. In organizing the budget, the Mayor shall utilize the most feasible combination of expenditure classification by fund, organization unit, program, purpose or activity, and object. The Budget shall contain, among other things, the following:

- A. It shall begin with a general summary of its contents.
- B. It shall show, in detail, all estimated income, indicating the existing and proposed tax levies, as well as other assessments, fees and charges.
- C. It shall show all proposed expenditures, including debt service, for the ensuing fiscal year.
- D. It shall show the number of proposed employees in every job classification.
- E. It shall be so arranged as to show comparative figures for actual and estimated income and expenditures for the current fiscal year and actual income and expenditures of the preceding four (4) fiscal years.
- F. It shall indicate proposed expenditures during the ensuing fiscal year, detailed by offices, departments and agencies, in terms of their respective work programs and the methods of financing such expenditures.
- G. It shall indicate proposed capital expenditures during the ensuing fiscal year, detailed by office, departments and agencies when practicable, and the proposed method of financing each such capital expenditure. The Mayor will include this separate Capital Program section in the annual Budget and submit to Council with appropriate supporting information as to the necessity for such programs.
- H. It shall indicate anticipated net surplus or deficit for the ensuing fiscal year of each utility, i.e., water, sewer and enterprise funds, owned or operated by the City and the proposed method of its disposition; subsidiary budgets for each such utility giving detailed income and expenditure information shall be attached as appendices to the budget.

The total of proposed expenditures shall not exceed the total of estimated income.

#### **SECTION 805 CITY COUNCIL ACTION ON BUDGET**

**A. Public Access to Budget:** The proposed budget shall be available for public inspection at City Hall and at the Allentown Public Library and the Lehigh County Law Library, and copies shall be available for the public at a reasonable fee to be set by the Council. (11/6/01)

**B. Amendment Before Adoption.** After the public hearing, the City Council may adopt the budget with or without amendments. In amending the budget, it may add or increase programs or amounts and may delete or decrease any programs or amounts, except expenditures required by law or for debt service or for an estimated cash deficit, provided that no amendment to the budget shall increase the authorized expenditures to an amount greater than total estimated income and thereby allowing for line item changes by the City Council.

If the amended Budget increases, decreases or readjusts funding requirements by more than five (5%) percent, or adds or deletes a program, the Budget shall be returned to the Mayor immediately for comment and resubmission to the Council within three (3) normal City work days.

Council shall provide for another public hearing to be held within five (5) days after the Mayor has resubmitted the Budget.

**C. Adoption.** Council and the Administration must adopt an annual budget by no later than December 31st of the fiscal year currently ending. See this Charter, Sections 219 and 221 for discussion of effective dates. (15544 6/20/2019)

#### **SECTION 806 REVISED BUDGET (Deleted per ballot question 11/6/01)**

#### **SECTION 807 REVENUE**

**A.** Council shall establish no new tax except for the Emergency and Municipal Service Tax. (14356 §1 2/2/06)

**B.** Council shall not raise the rates of the deed transfer, earned income, business privilege, the Emergency and Municipal Services Tax beyond \$52, amusement devices, and resident taxes above their respective 1996 levels. (5/16/06)

**C.** Property Development Incentive Taxation System

1. Beginning in 1997, the City of Allentown will adopt a property taxation system designed to encourage development of new properties and improvements to existing properties. The system will accomplish this by gradually reducing the tax rate applied to all buildings relative to the tax rate applied to all land (whether developed or undeveloped).

2. The following shall be the minimum ratios of the land tax rate to the building rate for the respective years:

1997	1.49
1998	2.06
1999	2.76
2000	3.62
2001 and beyond	4.70

3. Council may establish a ratio of the land tax rate to the building tax rate higher than 4.70 after 2001.

D. Council may reduce any tax rate or fee (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by a majority vote. Council may increase property tax rates or fees (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by four (4) votes. (15544 June 20,2019)

E. The citizens of Allentown may increase or decrease property tax rates through the referendum process defined in Sections 1002-1009 (provided that, as long as the Property Development Incentive Taxation System is in effect, the resulting ratio meets or exceeds the minimum ratio set by this Charter or by Council).

F. After the year 2001, the citizens of Allentown may amend or terminate the Property Development Incentive Taxation System by reducing the ratio of the land tax rate to the building tax rate or by reverting to a single tax rate for land and buildings through the referendum process defined in Sections 1002-1009.